

**Southern Park County
Fire Protection District
SPCFPD Board of Directors**

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**Amy K. Mason, DVM, Board Chair
Kathryn (Flip) Boettcher, Director
Anita Long, Treasurer
Gene Stanley, Director**

Secretary to the Board, Roberta Smith

January 7, 2014

Re: Mike Simpson termination.

Over the past seven months the Southern Park County Fire Protection District (SPCFPD) Board of Directors reviewed and worked with our former employee, Mike Simpson in an attempt for this employment relationship to succeed. After much care and concern on the part of the board members, following circumstances at the end of the year, it was decided that he be discharged for the following reasons:

1. Poor communication with the Board of Directors.
2. Poor communication with co-workers and volunteers.
3. Continued conflicts regarding communication with Dispatch of Park County.
4. Neglecting to carry out responsibilities by maintaining the necessary life saving equipment on our ambulances.
5. Lack of adequate attention to administrative details.
6. Lack of follow through regarding specific requests by the Board or the Board Chair.
7. Failure to perform the Fire Chief's duties to the satisfaction of the Board.

These performance issues raise concerns about the safety of patients as well as the safety of our volunteers. Chief Simpson was issued warnings and this Board has scheduled an extra special meeting each month in an attempt to improve these areas of serious concern. Despite months of discussion with the Board and multiple incidents resulting in potential jeopardy of patients, employees and volunteers, the Board came to the conclusion that he was failing to responsibly perform the duties of the position of Fire Chief. Further discussion of details and explanation for this Board's decision are confidential personnel matters.

This is the SPCFPD Mission Statement - "The mission of the Southern Park County Fire Protection District (SPCFPD) is to provide fire protection and emergency rescue operations within its 240-square-mile district boundaries; encourage fire and human-caused disaster prevention through community education; ensure the existence of a properly trained team of primarily volunteer firefighters who are able to and motivated to, respond professionally and work safely; acquire and maintain the necessary equipment; and provide mutual aid to neighboring fire and emergency services departments, as requested..."

It became apparent to this board that Mike was either unwilling or unable to change his attitude and perform his job to the Board's satisfaction. The Board recognizes that not every firefighter nor every citizen agrees with the decision to terminate Chief Simpson, however this is about job performance in a very serious and demanding position. The primary concern of this Board is providing responsible and reliable fire and emergency medical service to the members and visitors of our community.

This Board decision was not made lightly and we sincerely hope those in the community that felt the same shock and sadness we have felt, will recognize that the needs of the District must come first.

Sincerely,

A handwritten signature in purple ink that reads "Amy K. Mason". The signature is written in a cursive, flowing style.

Amy Mason, Chair of the SPCFPD Board of Directors